

Position Description

Position title	Paediatric Nephrologist
Department / Division	Nephrology / Division of Medicine
Classification	As per the Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ASMOF) Enterprise Agreement 2022-2026
Position reports to	Director of Nephrology
No. of direct & indirect reports	n/a
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

The Royal Children's Hospital
The Royal Children's Hospital's (RCH) vision is <i>a world where all kids thrive</i>. RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts. RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries. We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards https://www.rch.org.au/quality/child-safety/. RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact. Further information on RCH is available at www.rch.org.au.

ROLE CONTEXT
The Department of Nephrology sits within the Division of Medicine at RCH, Melbourne. The Nephrology team consists of medical, nursing and allied health staff providing collaborative, specialist care for children with acute and chronic kidney conditions, including congenital anomalies, nephrotic syndrome, glomerulonephritis, and end-stage

renal disease. The department oversees inpatient and outpatient services, dialysis programs, and kidney transplantation, working closely with other subspecialties to deliver integrated, family-centred care. Clients include infants, children, and adolescents from across Victoria and neighbouring regions, often referred for tertiary-level assessment and management. The department is committed to clinical excellence, continuous improvement, and education, with a strong focus on multidisciplinary collaboration and evidence-based practice. Looking ahead, the team aims to enhance service delivery through digital health innovations, streamlined care pathways, and expanded outreach to regional centres, ensuring equitable access to high-quality nephrology care.

ROLE PURPOSE

The purpose of this role is to provide inpatient and ambulatory care service for Nephrology patients. The department is comprised of a large multi-disciplinary team, which excels based on the effective communication and holistic approach to the care of all patients and families. This position may incorporate provision of care in outpatient clinics and to inpatients in the course of participation in ward service and after-hours on-call. Skills in all aspects of paediatric nephrology are required, including all forms of renal replacement therapy, electrolyte disorders, hypertension, glomerulonephritis/ vasculitis and neonatal renal disease. The role involves a contribution to the maintenance of the department's high level of clinical care and quality, education and research. This includes supervision of junior medical staff and involvement in departmental multidisciplinary clinical meetings, comprising medical colleagues, senior nursing staff, allied health and administrative staff.

KEY ACCOUNTABILITIES

Clinical service

- Participate in ward and consultation cover for patients with renal disorders including antenatal, general nephrology, dialysis (PD & HD), plasma exchange and renal transplantation. Participation in after-hours roster.
- Provide clinical services in ambulatory care setting and active participation in associated meetings.
- Participation in ad hoc discussions regarding management of renal patients.
- Participation in audit and appropriate quality assurance activities.
- Ensure appropriate documentation of all clinic episodes (face to face, meetings, telephone etc.) to meet good communication and medico-legal requirements.

Education and Training

- Contribute to the education and training of clinical fellows, Paediatric Nephrology and Paediatric Urology trainees to deliver high quality clinical care, as appropriate.

Clinical Research

- Contribute to maintenance of the clinical database with prospective data collection to support and inform long-term research agendas.
- Contribute to the development of research projects relevant to renal disorders in children, as appropriate.

External Communications

- Prior to any dealings with the media, take responsibility to inform and consult on the particular issue with the Director of Nephrology, Chief of Medicine and Executive Director of Communications and Marketing, so that an opportunity to consider the potential impact of any statement on the organisation and modify if necessary.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Qualified paediatric nephrologist (FRACP) recognised by HIC.
- Demonstrated ability to contribute to an integrated clinical service.
- Specialist Medical Registration with Australian Health Practitioner Regulation Agency is essential.

Desirable:

- Experience in clinical paediatric nephrology and renal transplantation.
- Experience in dialysis in children, both peritoneal dialysis and haemodialysis.

KEY SELECTION CRITERIA

- Demonstrated ability to deliver high quality evidence-based clinical care in the context of a multidisciplinary team.
- Well-developed interpersonal skills and emotional intelligence to strengthen collaborative teamwork
- Excellent written and verbal communication skills
- Experience with supervision of junior medical staff and nephrology trainees.
- Ability to contribute to the departmental education program.
- Interest and enthusiasm in the promoting quality improvement and research within the clinical service
- Demonstrated commitment to excellence in patient care
- Demonstrated commitment to continuous improvement and quality in the healthcare setting

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve

- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated	September 2025
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